National Leadership Workshop on Mentoring Women in Biomedical Careers

Evaluating Mentoring: Formalizing Informal Relationships

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Consulting and Research

Chicago, Illinois

Mentoring Values

The Values of Mentoring (Why we Mentor):

- Coaching (follow the game plan)
- Leadership Skill Development
- Diversity / Enriching the Collegial Environment
- Professional Intervention (preserving potential)

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Mentoring Values

The Values of Mentors (What we Share):

- Transference (past experiences: mentor and mentee both)
- Culture / Institutional Values
- Cloning / Lifestyle
- Personal Intervention (preserving promise)

Formal v. Informal

Mentoring as a Formal process or program

 i.   Explicit Expectations

 ii. Direct Organizational Benefit

 iii. Specified Training

 iv. Measurement

 v.   Reporting

Formal v. Informal

Mentoring as an Informal process

    i.   Implicit Expectations

    ii. Indirect Organizational Benefit

    iii. Personal Knowledge Transfer

    iv. Follow-up – "Staying in Touch"

    v. Communication—Sharing with Others

What is a Logic Model:

A <u>Logic Model</u> is an important tool for evaluating program development.

It displays the sequence of actions that describe what the program is and will do – how planned resource deployments influence results.

Setting Priorities and Defining Outcomes: A Look at Logic Models
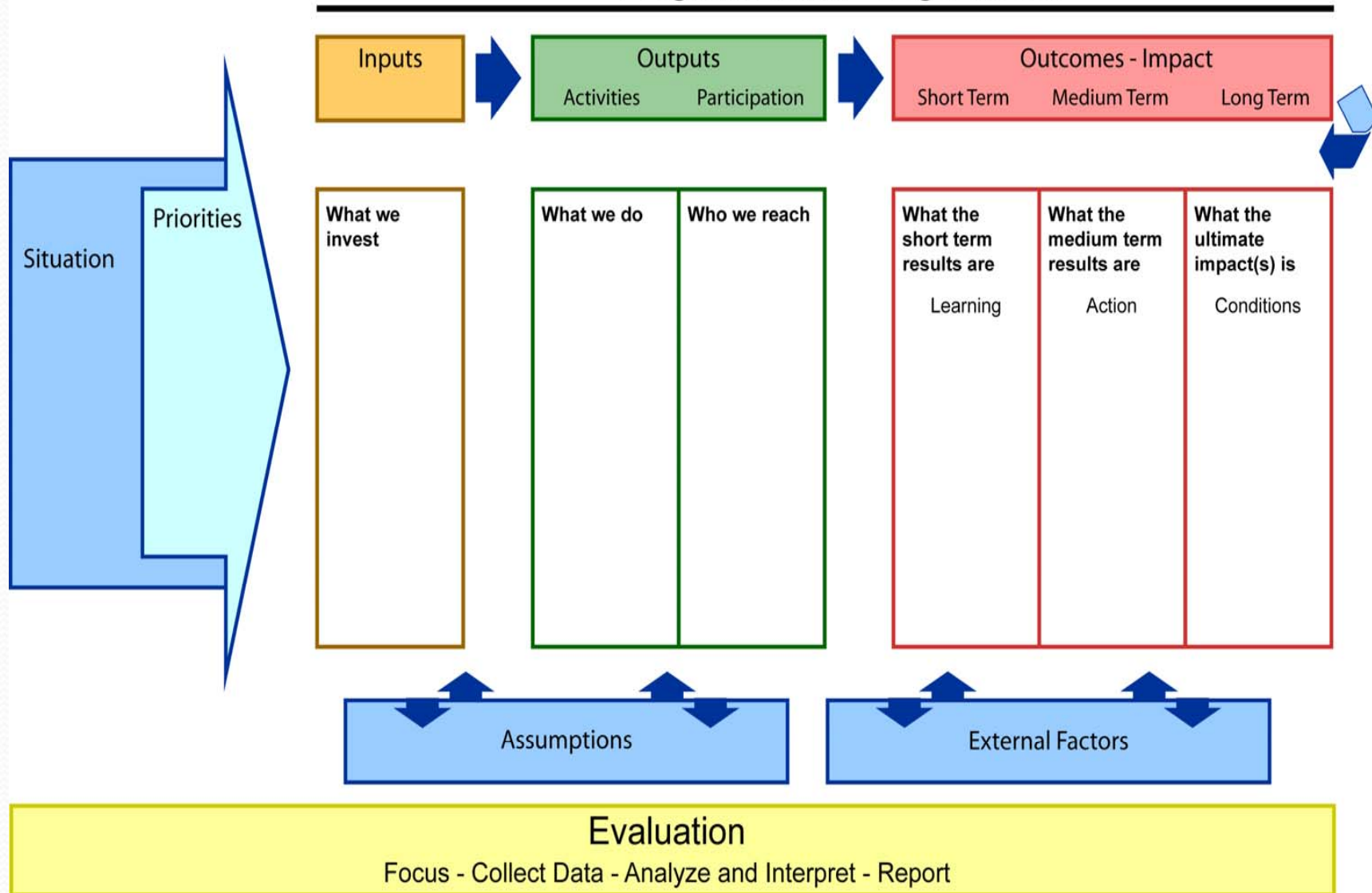
The Components of a Logic Model are:

- ## Inputs
  i. Resources, contributions, investments that go into the program.

- ## Outputs
  i. Activities, services, events and products that reach people who participate or who are targeted.

Setting Priorities and Defining Outcomes: A Look at Logic Models

- Outcomes
  i. Short-Term—What's learned immediately from the program; what are the immediate results; 'what's bad and what's good'
  ii. Intermediate-Term—What actions the program will take to reach long-term impact; draw from what has been learned
  iii. Long-Term—What conditions in policy, programming or process are expected to change or be impacted

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Getting the Picture: Logic Model Flow

Program Action - Logic Model

Inputs		Outputs		Outcomes - Impact		
		Activities	Participation	Short Term	Medium Term	Long Term

Priorities	What we invest	What we do	Who we reach	What the short term results are	What the medium term results are	What the ultimate impact(s) is
				Learning	Action	Conditions

Situation

Assumptions

External Factors

Evaluation
Focus - Collect Data - Analyze and Interpret - Report

From Logic to Action:
Developing The Action Plan

Planning a Formal Mentor Program

- *Objectives*-The components needed to achieve our goals (e.g. leadership, matriculation, diversity).
- *Action Steps*- Very specific steps to achieve an objective (e.g. meetings, portfolios, presentations).
- *Benchmarks*- The progress markers we plan to make or identify in realizing each goal.

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From Logic to Action: Developing The Action Plan

- *Project Lead*- The person(s) responsible follow through on the action steps and logging benchmarks and data.

- *Timeline*- The approximate date (timeframe) when benchmarks will be assessed.

- *Indicators*- What we look at to determine if we are making progress, and ultimately achieving our objectives.

- *Data Sources*- Where we will get the information for each indicator

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From Logic to Action: Developing The Action Plan

Determining Mentoring Results

The criteria for selecting the impacts should be based on:

- Assessment of your current capacity and resources.
- Existing relationships with institutional leaders and community partners.
- What is indeed measurable and/or tangible?

Collecting & Reporting Data

- Strategic Plans
- Logic Models
- Logs
- Surveys
- Periodic Reporting
- Interviews
- Record Keeping

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Logic in Leadership

- Strategy / Critical Thinking–Knowledge of the Situation & Setting Priorities
- Implementation– What do We need to Succeed?
  i. Resources
  ii. Systems
  iii. Plan
  iv. Process
- Motivation—Reaching our Target
- Communication—Talking About Success

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Leading Change Ball Toss: Logic in Review—A Focus Exercise on Key Concepts and Process of Mentoring

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